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NASA Procedural Requirements

NPR 3335.1G

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2010**COMPLIANCE IS MANDATORY**[Printable Format \(PDF\)](#)

Subject: Internal Placement of NASA Employees

Responsible Office: Office of Human Capital Management

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PART II: The Upward Mobility Program

Chapter 1. General Provisions

1.1 Program Definitions

1.1.1 Upward mobility is a systematic management effort that focuses Federal personnel policy and practice on the development and implementation of specific career opportunities for lower level employees [General Schedule (GS)-9 and below or equivalent (normally Wage Grade 1-9 and Wage Leader 1-7)] who are in positions or occupational series that do not permit further advancement.

1.1.2 The Growth Opportunity (GO) covers paraprofessional, technical, or administrative positions normally classified at one-grade intervals.

1.1.3 The Specialty Training for Entry Professionals (STEP) component covers administrative or technical positions, normally classified at two-grade intervals, which do not have a positive education requirement.

1.2 NASA-wide Upward Mobility Program Objectives

1.2.1 More effective use of the capabilities, talents, and interests of NASA employees.

1.2.2 Enhanced career opportunities for lower graded (GS-9 and below or equivalent) employees who have demonstrated the ability and interest to assume greater responsibility but whose current positions do not offer opportunities for further development or advancement.

1.2.3 Enhancement of NASA's ability to meet its affirmative action goals and to help eliminate underrepresentation in targeted positions.

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